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Legislation Text

File #: 19-1335, **Version:** 1

Human Resources Department recommending the Board:
1) Adopt and authorize the Chair to sign Resolution **156-2019** approving the negotiated Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Managers' Association representing the Management Bargaining Unit;
2) Authorize the Chair to sign said MOU, noting the MOU will be effective the first full pay period following Union ratification and Board of Supervisors adoption of the MOU; and
3) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the MOU provisions.

FUNDING: General Fund and Non-General Fund.

DISCUSSION / BACKGROUND

The term of the current Memorandum of Understanding (MOU) between the County of El Dorado (County) and El Dorado County Managers' Association (EDCMA), representing the Management (MA) bargaining unit, ended on June 30, 2018.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), representatives of EDCMA and the County have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of employees in the MA bargaining unit. The County and EDCMA jointly prepared a successor MOU, for the term of July 1, 2018 through June 30, 2021, reflecting agreed revisions to certain terms and conditions. Subject to the provisions in the MOU, those revised terms and conditions with a County cost impact are summarized below, along with the estimated annual cost.

1. Effective the first full pay period following MOU adoption, the County will increase base wages for employees in the Unit to ensure that benchmark job classifications within the Unit are approximately 10% (+/- 1%) behind the median market average utilized by the County, and adjust base wages as necessary for 10-15% anti-compaction with subordinate classifications. The County will increase the base wages of non-benchmark job classifications to maintain current internal ties and percentage wage differences between ranks - estimated annual cost: $467,058

2. In January 2020, base wages for all classifications in the Unit will be increased 3.85% to offset the equivalent elimination of management leave cash-out - estimated annual cost: $412,810

3. Effective the first full pay period in July, 2020, base wages for all classifications in the Unit will receive an equity increase of 1.15% - estimated annual cost: $128,054

4. Expansion of existing on-call pay language to include three (3) additional classifications - estimated annual cost: $57,927

Other Terms and Conditions which are recommended for update, and which have little or unknown direct cost impact include, but are not limited to:

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• Effective January 2020, modification of existing Management Leave language to eliminate the ability to receive payment for unused leave hours. Any management leave unused during the period allotted shall be forfeit.

• Clarification of existing Management Leave language to provide for Management Leave hours credited for employees newly hired after pay period 01, but before July 1. This is a no-cost clarification consistent with existing practice.

• Modification of existing Longevity Pay language, which would provide for cost savings beginning in fiscal year 2020-21:

1) Eliminate longevity for employees who separate and who are subsequently re-employed;

2) Eliminate longevity for all new employees hired on or after date MOU adopted by the Board;

3) Provide the first longevity pay tier for current employees who do not yet receive longevity pay, once they complete the required period of service, but discontinue eligibility for any further longevity advancement thereafter; and

4) Continue longevity pay for current employees who currently receive longevity pay, but after the first day of the pay period including June 30, 2020, discontinue eligibility for advancement into further longevity tiers.

• Modification of existing Tahoe Differential language for County-wide consistency.

• Modification of existing Uniform Allowance language for County-wide consistency.

• Modification of the part-time employee holiday compensation proration calculation for Fenix implementation.

• Modification of existing language to provide that, effective the 2019 health plan year, the Optional Benefit Plan will be converted from a cash or credit contribution to a cash-only model.

• Removal of contracting out language; default to requirements under the law.

• Addition of language to affirm County will complete review and implementation of Classification and Compensation study by October 31, 2019.

• Addition of language that the County will negotiate base wages for any currently unallocated classifications the County seeks to recruit for during the term of the MOU.

• Modification of existing language to provide that alternative work schedules are approved at the discretion of the affected department's appointing authority.

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Additional “house-keeping” language changes are included in the recommended MOU.

The MOU, which cancels all previous agreements and shall supersede any policies, practices or ordinance provisions, with which it may be in conflict, shall become of full force and effect upon approval and adoption by the Board of Supervisors and shall remain in effect through June 30, 2021. Nothing contained in the MOU shall be applied on a retroactive basis unless specifically stated.

ALTERNATIVES
The County negotiated this MOU in good faith with EDCMA under authority and direction of the Board, thus there are no recommended alternatives.

PRIOR BOARD ACTION
N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT
El Dorado County Managers’ Association

CAO RECOMMENDATION
It is recommended that the Board approve this item.

FINANCIAL IMPACT
The combined annual fiscal impact of the new MOU is estimated at $1,065,849 by fiscal year 2020-21 when the last salary increase goes into effect; the estimated cost for the remainder of fiscal year 2019-20 is $556,700. A portion of the employees in the MA Unit are employed in non-General Funded departments, therefore a portion of the cost increase will be covered by non-General Fund dollars.

CLERK OF THE BOARD FOLLOW UP ACTIONS
1) The Clerk will obtain the signature of the Chair on the Resolution; and,
2) Human Resources will provide the Clerk with three (3) original MOUs for the Chair to sign upon ratification by EDCMA; and
3) The Clerk will return two (2) original MOUs to Misty Garcia in Human Resources once fully executed by the Chair, and retain one (1) fully executed agreement for the Board.

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CONTACT
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